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**POLICY CATEGORY: 1. BOARD-MANAGEMENT CONNECTION**

**POLICY TYPE: 1.A. GLOBAL GOVERNANCE-MANAGEMENT CONNECTION**

**POLICY TITLE: 1.A.3 *Evaluation of the President and Setting Compensation***

***Approved by Board of Directors 6/25/19***

Each year, at least 30 days prior to the Board’s last regular meeting of the FY (usually in June), the Board Chair and those whom he appoints to a Committee to Evaluate the President will:

1. Complete and recommend to the Board for approvala written evaluation of the President’s performance relative to approved FY goals and then share with the President.
2. Review and recommend to the Board for approval the President’s compensation for the coming fiscal year.

**Evaluation on Previous Goals:**

The evaluation will begin with the President’s own review on achievement of Board approved goals and, if specified, personal targets. The Committee will review the President’s report, add their comments, and bring to the Board.

The Board will primarily judge the President’s performance based upon by Together SC’s success, answering the following questions:

* Is the organization solvent and meeting budget expectations?
* Is the mission being accomplished?
* Are the Board’s key strategic goals being accomplished?  (While the Board may have many strategic goals, a prioritized list of five or less will be the focus of the evaluation).

**Proposing Compensation for the Coming Year:**

Recommendations for change in the President’s compensation will come from the Committee upon consideration of the President’s evaluation and upon consideration of relevant comparative data on executive level compensation. The Committee will inform the Finance Committee of their recommendation for budgeting purposes. If the Board increases the President’s compensation, that change will normally begin on July 1 unless decided otherwise by the board.

After the above is completed, the president will work with the Board chair and incoming chair to prepare performance goals for the coming fiscal year.

**Proposing Goals for Coming Year:**

The President will recommend an initial draft of strategic priority goals for the coming year, derived from the prior year’s performance review, and active strategic and other plans. The Board Chair and incoming Chair will review, may revise, and may recommend specific personal targets for the President to meet, all in addition to standard accountabilities set in board policies. The Chair will recommend a draft of goals to the Board for its approval at its first meeting of the fiscal year.